

# Access

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## Finding a New State Librarian *is not that easy*

*Carey L. Draeger  
Public Information Officer*

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"Oh my gosh"

Those were the first words Robin VanAlstine remembered uttering when then-State Librarian George Needham announced his resignation to the Library of Michigan's Human Resources director. Sorry to see the Library lose a great state librarian and friend after only 2-1/2 years, VanAlstine also knew the hiring process was going to be a bit more complicated than the average employment search.

"When we did our own search, we found only a small group of applicants," VanAlstine explained.

What's a state library to do to find a new state librarian?

The Legislative Council turned to Gossage Regan Associates, a New York firm, to conduct a national search for state librarian candidates. As one of the nation's first library executive search firms, Gossage Regan has worked with libraries across the United States.

"Gossage Regan brought us an impressive group of candidates back in 1995. Their excellent work led us to George Needham," VanAlstine said.

During the 1995 search for a state librarian, most of the applicants were referred to or personally recruited by Gossage. He and his assistant, Don Sager, are both librarians who understand the needs of the library community from a personal perspective. "He knows Michigan and the issues that are important to Michigan libraries," Legislative Council Administrator Dianne Odrobina said.

The position was advertised in professional library journals and other national publications. Although the April 30, 1999 deadline has passed, resumes from interested candidates will be accepted until a decision is made. Gossage Regan Associates is also contacting its professional sources, obtaining resumes from potential candidates and networking with professional sources in the field.

Gossage and Sager also plan to speak with potential candidates at the American Libraries Association conference in June. "Gossage Regan will probably bring us their selection of recommended applicants sometime in July," VanAlstine says. This will be followed by interviewing of the candidates.

After consultation with the LM Board of Trustees, Odrobina will present the final recommendation to the Legislative Council. The council members will make the final decision.

What is the ideal state librarian? What is everyone looking for? "Someone with excellent management skills," Odrobina answers, "who will also be a strong liaison to the library community. The new state librarian must also be attuned to current technology developments in the library field."

"We'd like to see a wide array of experience with all types of libraries and library associations," VanAlstine added.

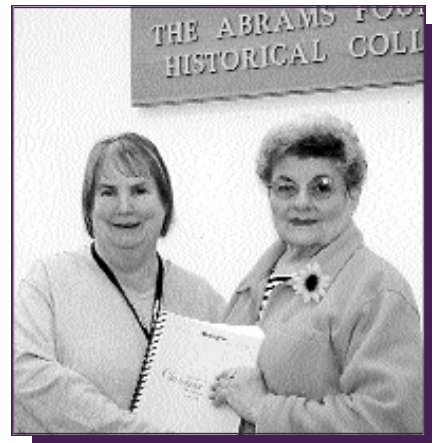
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## Abrams Foundation President Authors Genealogy Publication

by Carole Callard  
Genealogy Specialist

Barbara J. Brown, the president of the Abrams Foundation and a longtime friend of the Library of Michigan, recently donated a copy of her book, *Descendants of Christian Geiger the Immigrant, 1700-1770: A Continuing Family History* to the Library's genealogy collection. Brown is an experienced genealogist, but this is her first attempt at compiling a family history.

The book was a "labor of love," because Brown is not related to the Geiger family. She agreed to complete the 4-year task because she had done much of her genealogical research in the same county in Iowa. In *Christian Geiger* Brown traced the family for 11 generations, using variant spellings of the family name. She relied on many sources, particularly obituaries, tombstones, courthouse research, material that was faxed to her and material found on the Internet. The book includes 7 pages of references and a 32-page index.



Barbara Brown (right) presents a copy of her book to LM Genealogy Specialist Carole Callard.

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## Dorsch Memorial Branch Library's Little Brown Bear a World Traveler

by Carey L. Draeger  
Public Information Officer

The Little Brown Bear is off to see the world. The toy animal began his travels in January after a bon voyage party held at the library. Equipped with a backpack containing a disposable camera, a journal, stamps and postcards, Little Brown Bear plans to visit Sweden, England, Thailand and the states of Hawaii and Colorado this summer to stop at various points of interest. "There's also an official letter to librarians asking them to issue him a library card to bring home," says Shannon McMahon, the creator and coordinator of Little Brown Bear's travels. "We're keeping a map with bear stickers indicating where Little Brown Bear last visited."

The charming program is based on a character created by area author, 95-year-old Elizabeth Upham McWebb, who is also known as "Aunt Bett" to her admirers. The nonagenarian has written several books featuring the little bruin—*Little Brown Bear*, *Little Brown Bear Learns to Cook*, *Little Brown Bear and His Friends* and *The Merry Adventures of Little Brown Bear* are just a few of the titles.

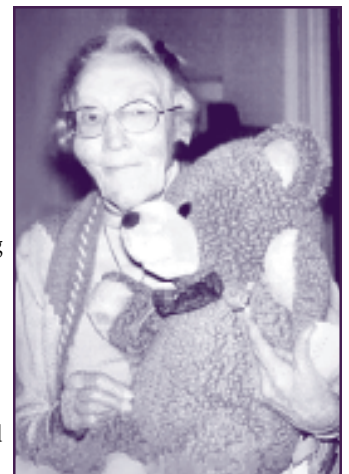
The idea for the popular program came about after McMahon saw a commercial on television where teenagers snatched a garden gnome out of a neighbor's front yard and took his picture in different places before returning him. "At first, I thought, 'Who's going to want to lug this big stuffed animal around with them when they're on vacation?' Then I worried that customs officers might rip the bear up looking for drugs, but everything's going great," McMahon said. "What I'm

trying for is a learning experience for the kids and the patrons. They all think this is a neat idea." Vacationers may choose from four identical bears to take along on their travels.

Little Brown Bear has already visited Germany, where a pilot awarded him an honorary pilot's license and a German visa. In February Little Brown Bear got the "royal" treatment on British Airways

where he rode in first class and had his picture taken in the cockpit. "Our main goal is to get him to the Olympics in Australia," McMahon said. She added that she hopes to put together a newsletter to keep people informed of his latest adventures. His travels will also find their way to the library web page.

A sign-up sheet is available at the libraries for those interested in taking Little Brown Bear along for the ride. McMahon recommends that people call ahead first to assure that the bear has returned and is ready to leave again. For more information about Little Brown Bear, contact the Dorsch Memorial Branch Library at 734-241-7878.



Author McWebb with Little Brown Bear

continued from page 1

Odrobina sums the situation up perfectly when she points out, "Our new state librarian must be a strong leader not only for the Library of Michigan, but for the entire library community of our state."

If you'd like more information about the state librarian search, please contact Wayne Gossage, Search Consultant, at Gossage Regan Associates, 25 West 43rd Street, Suite 812, New York, NY 10036, 212-869-3348, FAX 212-997-1127.

## Who's In Charge?

The Library of Michigan (LM) is not without leadership during this transition between state librarians. Legislative Council Administrator Dianne Odrobina is involved in the interim management of the Library's daily business and decision making. She quickly instituted regular office hours at the Library of Michigan, attends monthly all-staff meetings and heads weekly meetings with the Senior Management Team (SMT). Odrobina also worked with Needham and the SMT before Needham's departure to review his obligations and reassign them. Odrobina is currently involved with the SMT in discussions about improving library development.

LM Board of Trustees Chairperson Linda McFadden and other trustees unanimously endorsed Odrobina's interim management of the Library of Michigan at their March 12, 1999, meeting. "We want to reassure the library community that things are running smoothly here," McFadden stated.

Odrobina also told the trustees that the Library of Michigan staff and Senior Management Team are a critical component of running the Library in the absence of a state librarian.

If you have questions about the interim reassignments, a list of contacts and contact information follows.

## Information Contact List

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<b><i>Universal Service Fund</i></b>		
Anne Donohue	adonohue@libofmich.lib.mi.us	517-373-5508

## First Lady to Serve as Honorary Chair for National Library Project

First Lady Hillary Rodham Clinton has agreed to serve as honorary chairperson for the Sister Libraries: A White House Millennium Council Project. Sponsored by the U.S. National Commission on Libraries and Information Science (NCLIS) and Sister Cities International (SCI), the goal of the project is for public and school libraries in the United States to pair with other libraries worldwide, focusing initially on programs specifically planned for children and teenagers.

The First Lady stated, "This moment in history, the approach of a new millennium and the beginning of the next century, provides a wonderful opportunity for America's Free Public Libraries to join the young people of our nation with young people throughout the world so that they may learn from each other the wealth of information that is available in libraries around the world."

The national theme of the project is "Honor the Past—Imagine the Future." Libraries that are selected will receive recognition and designation as official White House Millennium Council Sister Libraries, but will not receive funds for staff, equipment or materials. Libraries wishing information about participating in the project should contact NCLIS at 1110 Vermont Avenue, NW, Suite 820, Washington, DC 20005, call 202-606-9200, or email [SisterLibraries@nclis.gov](mailto:SisterLibraries@nclis.gov).

## Michigan Library Association "Good Read" Bookmarks

by Sharon Granger

Michigan Library Association

Not to be outdone by the Modern Library's 100 Best Novels, the Michigan Library Association invited librarians throughout the state to name the books they considered good reads. The association then took the idea of a list one step further by creating a list on bookmarks in order to share the titles with everyone.

As subscribers to *michlib-l*, a popular Michigan-based electronic discussion list, librarians were asked to submit 3 titles they would recommend to a patron, a friend or a book club. Parameters for the titles named were adult fiction, published in the twentieth century and written in English (or translated into English). The books did not have to be considered the "best" books, only "good reads."

Response to the project was immediate and enthusiastic. Within a few weeks, over 200 titles were collected. The information was gathered into a series of 4 bookmarks with color printing on high-quality stock and made available in time for National Library Week (April 11-17, 1999) to public and academic libraries in Michigan. To date, over 100 libraries have purchased over 60,000 bookmarks.

For more information about the bookmarks, contact the Michigan Library Association at 6810 S. Cedar Street, Suite #6, Lansing, MI 48911, 517-694-6615, ext. 27, or visit the MLA website at <http://www.mla.lib.mi.us>.

## Community Information Toolkit Now Available

by Betty Van Dam

MERIT

The Library of Michigan's Community Information Toolkit is being readied for distribution to 100 library and educational sites throughout the state. Distribution should be completed some time in June. Additionally, all components of the toolkit are being made available on line as they are completed. The Community Information Toolkit may be accessed at <http://mel.org/citoolkit>.

The Community Information Toolkit is a multimedia collection of tools and information for teaching public library staff and community partners how to get their local community information on line. Components of the toolkit are a set of videos, training materials, a guidebook, and software. The set of 4 videos provides an introduction to community networking and instruction on skill sets needed to run a web site from a specific location, including Beginning Webmastering, Advanced Web Content and Web Site Maintenance and Administration.

The 250-page guidebook offers details on topics covered in the videos and training materials, plus detailed instruction on installing a Windows NT server and the toolkit software. The software provides a community calendar, a community discussion forum, and a mechanism for authorizing users of the system. The toolkit also includes the source code for the software tools, so that any site with Windows NT database and Microsoft Interdev may adapt the tools to meet local needs.

### Michigan Library Association "Good Reads" from Michigan Libraries

Adult 20th Century Fiction

Time • Frank Herbert

Set of Eden • John Stralwick

• Elany Swan • Phyllis Whitney

• Spies of One • Keith Sullivan

• The Game • Oren Scott Card

• The Endurance • Caroline

Alexander

• English Creek • Ivan Deig

• The House • Robert Harris

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**T**he Michigan Electronic Library (MEL), a part of AccessMichigan, was named LibrarySpot's Library of the Month for March (<http://www.libraryspot.com>). Each month LibrarySpot recognizes one site for its outstanding contributions to the library community on-line. A Library Site of the Year will be selected from Site of the Month winners at the end of 1999. "This colorful and well-organized site is a terrific example of the library community working together," said Lauren Zoolinger, LibrarySpot managing editor. "The result is a fantastic resource for Internet users inside and outside of Michigan." MEL's new URL is <http://mel.org>, but the old address is still active at (<http://mel.lib.mi.us>). MEL is supported by state and federal LSTA funds.

**P**erfect spring weather enhanced the dedication of the newly renovated and expanded Beaverton Branch of the Gladwin County Library on Sunday, May 2, 1999. Linda Ritz, the new county librarian, was also welcomed by attending officials and guests. The new facility provides space for 5 computer workstations, an expanded children's area and improved seating areas for study and reading. Floor space in the branch library was more than doubled. Designers also planned the new addition so that space was left for a towering local landmark, a historic tree on part of the property. "The building project in Beaverton was completed on time and under budget," said Deputy State Librarian Jeff Johnson, who attended the dedication. "The Beaverton branch responded well to the area's growing population, rise in use of the library and overcrowded conditions by working hard to make make this renovation project a huge success."

**O**n April 5, the Cass District Library's Howard Branch opened its doors at its temporary location in the parking lot of Ellis School. After 32 years in the basement of the Howard Township Hall, the branch library closed its doors on March 31, due to a change in the long-standing agreement between the library and Howard Township. "The library board is proceeding with plans to develop its property at the corner of Barron Lake Road and Lake Shore Drive," explained Library Director Mary Elizabeth Harper. The new branch is expected to open in June, but Harper added the date is contingent upon the library receiving a conditional use permit.

**T**he Library of Michigan's Federal Programs Team received the Keppel Award, the National Statistics Award to State Library Agencies this year from the National Center for Education Statistics (NCES) and the U.S. National Commission on Libraries and Information Science (NCLIS). The Keppel Award is given to state library agencies that have excelled in the completeness, promptness and high quality of local public library data that they collect, edit and submit annually to NCES. The national public library data, including individual data and state summaries is made available by NCES in diskette form. The award is in the form of a working award with an appropriate plaque and was given to Business Services Director Janet Laverty and Federal Programs Team Leader Naomi Krefman. This is the third year in a row that the Library of Michigan has been honored for its excellent work.

**T**he Michigan Library Association's Jobline has moved to a new telephone number. Effective immediately the jobline's number is 517-694-6615, extension 28. Job listings are updated weekly for positions available in Michigan's libraries, including salary ranges, position requirements, special information and contact information. Job listings may also be viewed at the MLA homepage at <http://www.mla.lib.mi.us/jobline.html>. Both the telephone and web listings for available positions are updated during the latter part of the business day every Monday. MLA's institutional members receive one week of listing at no charge. Other non-member institutions and those members choosing to list for additional weeks are invoiced \$40 per week.



## Loleta Fyan Continuing Education Award Winners

The Fyan Continuing Education Awards, which are available to librarians and library staff from Class I-IV libraries, provide up to \$300 to be used at any reputable education center of the applicant's choosing. The awards pay for course fees and books. Travel expenses, however, are not eligible. The next deadline for applications is July 1, 1999. Awards will be announced on August 1, 1999.

The April 1999 winners of the awards were recently announced at the April 20 directors' meeting of the Library of Michigan Foundation. They are

Patricia A. Cuadros  
Helena Township Public Library

Claudia Cullen, Darlene Jepsen and Judy Planck  
Crooked Tree District Library

Dorothy Everett  
Missaukee District Library

Kimberly Foghino  
Mendon Township Library

Tamara Gady  
Rudyard School—Public Library

Marilyn Grinnell  
Hamburg Township Library

Mary Kay Hinkle  
Crawford County Library

Kristina Knezic and Diane E. Stover  
Berrien Springs Community Library

Katherine Lightfoot  
Houghton Lake Public Library

Lavone Marshall  
Northeast Ottawa District Library

Elizabeth Mazor and Sharon L. Walker  
Gary Ryker Memorial Library of Hudsonville

Nanette Miller  
Boyne District Library

Charlene M. Osborne  
Oxford Public Library

Debbie Perrow  
Lanse Area School/Public Library

Susan Postema  
Thornapple Kellogg School & Community Library

Carol Stoutjesdyk  
Central Lake Township Library

Roxanne Tabor  
Pentwater Township Library

Connie Teachworth  
Lake Odessa Community Library

Ruth Ann Wesoloski  
Spies Public Library

Peggy Wilson  
Allegan Public Library

If you would like an application or have questions about the Fyan Continuing Education Award, please contact Anne Donohue at 517-373-5508 or you may email her at [adonohue@libofmich.lib.mi.us](mailto:adonohue@libofmich.lib.mi.us).

For more information about workshops sponsored by the Michigan Library Association (MLA), call 517-694-6615, ext. 11; for workshops sponsored by the Michigan Library Consortium (MLC), call 617-694-4242 or 1-800-530-9019; for the workshop sponsored by the Southwest Michigan Library Cooperative (SMLC), call 1-800-442-3231 or 616-657-4698; for the Special Libraries Association Conference, call 202-234-4700, ext. 679; and for the American Libraries Association (ALA) Annual Conference, visit the ALA website to register on-line at <http://www.ala.org>.

## May is...

attributed to Maia, the eldest of the Pleiades, the seven daughters of Atlas and Pleione. According to Greek mythology, Maia caught the eye of Zeus and later bore him a son. She is also the Italian goddess of spring. May has always had 31 days.

- |                  |  |
|------------------|--|
| <b>May 17</b>    | Managing Your District Library's Physical Plant, MLA       |
|                  | Metadata Two: Practical Considerations for Catalogers, MLC |
| <b>May 18</b>    | Distance Education & Distance Librarianship, MLA           |
| <b>May 21</b>    | Family Place Project, MLA                                  |
|                  | Serials Cataloging, MLC                                    |
| <b>May 21-23</b> | Leadership Conference, MAME                                |
| <b>May 24</b>    | Customer Service Skills, MLA                               |

## June is...

considered Juno's month. Juno is the goddess of marriage and the well-being of women. She is the wife and sister of Jupiter and the principle goddess. Her Greek counterpart is Hera. Originally, Junius had 30 days, until Numa, when it had 29 days. The Julius calendar returned the length of June to 30 days.

- |                  |  |
|------------------|--|
| <b>June 2</b>    | Road Rage in the Library, MLA                    |
| <b>June 3</b>    | OCLC ILL Advanced, MLC                           |
| <b>June 4</b>    | Sound Recordings/Videorecordings Cataloging, MLC |
| <b>June 5-10</b> | Special Libraries Association Conference         |
| <b>June 9</b>    | Genealogy and the Reference Librarian, MLA       |
| <b>June 10</b>   | MITINET/marc, MLC                                |

# Trustees Corner

by Ellen Richardson  
Library Law Specialist



## Bylaws for Public Library Boards

One of the important duties of a library board is the establishment of bylaws for the proper functioning of the board as an organization. These basic rules that relate to the library board define the structure of the board, describe its primary duties and characteristics, and prescribe how the board functions.

Trustees rely upon the bylaws to guide their deliberations and to provide a structure for the conduct of board meetings and other business. Bylaws serve the public, too, by providing expectations of how this particular body will fulfill the public trust given to them by election or appointment.

Bylaws are important, but they do not need to be lengthy or elaborate. They may be only a few pages long. They will vary from one library board to the next. However, there are some basic provisions that will appear in most library board bylaws. The following suggested provisions are among the most common:

1. Legal authority: This provision should give the full legal name of the library and make reference to the establishment statute or the source of the library's existence; e.g., the County Libraries Act or the city charter.
2. Library Board: The number of board members, whether the members are elected or appointed, the length of a member's term, the date on which the members' terms begin, and the powers and duties of the board members should all be stated. If there is statutory authority for the powers and duties, or if they are delegated powers, that reference should be included.
3. Officers: The officers should be listed, as well as the method of selecting officers and the duties and powers of each.
4. Board meetings: Several items should be included in this provision, such as regular meeting dates, meeting place, posting of notices, and the usual "Order of Business." Compliance with the Michigan Open Meetings Act should be specifically stated. The "Order of Business" gives both trustees and the public a structure to rely on for the orderly progress of the board meetings. Many boards provide the recording secretary with a template of the "Order of Business" as an aid for taking minutes. A typical "Order of Business" may include the following items:
  - a. Call to order
  - b. Approval of the agenda
  - c. Approval of the last meeting's minutes
  - d. Treasurer's report
  - e. Committee reports
  - f. Director's report
  - g. Old business
  - h. New business
  - i. Public comment
  - j. Adjournment

It should be noted that the Open Meetings Act requires an opportunity for public comment. It may be placed on the agenda at whatever part of the meeting the Board deems most helpful.

5. Committees: Provision should be made for standing committees and for the appointment of additional committees as needed.
6. Amending the bylaws: Most boards require a two-thirds vote to amend the bylaws, in contrast to the simple majority required for most other matters.
7. Other provisions: The board may include any other provisions necessary for the proper functioning of the board. Although it is tempting to clutter bylaws with extraneous provisions, this practice should be resisted so that the bylaws address only necessary items.

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**Vacant**

State Librarian

**Deputy State Librarian**

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Jack Winegarden

**Access** (ISSN 1051-0818) publishes information about the Library of Michigan and its activities plus other materials of interest to the Michigan library community. Please direct comments or questions to:

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